

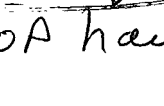


TRANSMITTAL SLIP		DATE 25 OCT 1983
TO: DDA		
ROOM NO.	BUILDING	
REMARKS:		
<p> <i>Ea/DDA</i>  25 OCT 1983 <i>ADDA</i>  27 OCT 1983 <i>DDA</i>  1 NOV 1983 SSA + OA have copies </p>		
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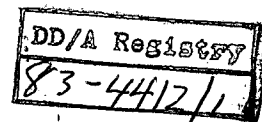
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(47)

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DD/A REGISTRY

FILE: 100-13



OLL 83-2332/1
24 October 1983

MEMORANDUM FOR THE RECORD

SUBJECT: Congressional Concerns with State Department
Pay and Allowance Structure

REFERENCE: OLL 83-2332, dated 27 September 1983, Subject:
Danger Pay Allowance as Authorized in the
FY 1984 State Department Authorization Bill

SUMMARY: The Senate Foreign Relations Committee will conduct an in-depth review of the Foreign Service Act of 1980 early next year. This review will incorporate serious Committee concerns with the Department's pay and allowance structures. The Secretary of State is directed to accomplish an independent position classification audit. The Agency needs to sort out its equities ahead of time rather than react to this important Senate review. We learned our lesson once--in 1980. The Overseas Pay issue resulted.

1. As you are no doubt aware, the Senate has just passed the State Department Authorization Bill after lengthy review and debate. The referent memorandum, which dealt with the issue of "danger pay", advised of Senator Edward Zorinsky's (D., NE) concern about the Department's allowance authorities and about Senator Charles H. Percy's (R., IL) agreement to thoroughly review same in 1984.

2. The attached copy of the 20 October 1983 Congressional Record evidences Senator Jesse A. Helms' (R., NC) concern about high Department salaries. Senator Helms' Amendment (No. 2382) was passed and thereby gives legal force to his concerns. The Amendment, you will see, directs the Secretary of State "...to conduct an independent position classification audit of a significant portion of Foreign Service positions in the agencies employing the Foreign Service Personnel System." Senator Helms is also concerned about the Foreign Service ratio of supergrade to non-supergrade employees--one in ten, which he declares is significantly in excess of other federal agencies and departments.

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3. The same Congressional Record indicates that the Senate Foreign Relations Committee (of which Senators Zorinsky, Percy, and Helms, are members, and Senator Percy chairs) will be conducting an in-depth review of the Foreign Service Act of 1980, in early 1984. A complete Agency review of this action would, it seems to me, be appropriate. The Offices of Personnel and Legislative Liaison, and the Special Support Assistant to the Deputy Director for Administration (SSA/DDA), at a minimum, should participate. The Agency needs to be on top of this action rather than unaware of it, as was apparently the case in 1980. A kick-off meeting, probably chaired by the SSA/DDA, in early November 1983 would probably be useful. I will accomplish the initial round of coordinations.

STAT

[Redacted]
Liaison Division
Office of Legislative Liaison

Attachment
As stated

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